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The Friday Letter

Vol. 13 No. 11

Published by USDA's Food and Nutrition Service

July 12, 1991

Speaking personally...

I don't get a chance to do this very often, but since Betty Jo is out for several weeks, it's my turn to "speak personally" to you. Betty Jo is taking a week of well-earned vacation. Following that she'll be in Rome for two weeks, providing guidance and assistance for the International Nutrition Conference co-sponsored by the Food and Agriculture Organization and the World Health Organization and scheduled for the Fall of 1992. After that she'll be flying back to address the American School Food Service Association annual meeting in Nevada, before returning to Headquarters later in July.

I'd like to take this opportunity to thank everyone for their continuing good--and hard--work. I know the demands that are placed on us will continue to grow, especially given Secretary Madigan's welcome interest in nutrition, and I'm certain that FNS will respond to the challenge.

I'm also excited about the various training and career development opportunities that are becoming available as part of our "Team FNS" initiative. At Headquarters, we've already had a very successful secretarial training course, and we're currently in the middle of providing supervisory training for all supervisors and managers. Regions are providing similar opportunities for their staffs. We're happy to be able to offer two of our immensely successful Mid-Management Training courses this year, instead of one, largely to meet the needs of the Regions. The Team FNS Management Training is scheduled for September, and prior to that a cultural assessment of the Agency will be carried out at Headquarters and all Regional Offices. The cultural assessment will analyze current organizational belief systems and patterns of practice that describe how FNS sees itself, operates, and perceives its limitations. This important analysis will help us further develop recruitment and retention strategies, training and career development programs, and will help us plan and monitor our progress in affecting organizational change.

So there's a lot going on at FNS these days. We perform a critical mission for people who need our help, and we now have the opportunity to participate in training and career development activities that have not generally been available in the past. Let's make the most of these opportunities as we strive to make "Team FNS" a reality.

George



Bravo Appointed New HEP Manager

Betty Jo Nelsen appointed Francesca Bravo the National Hispanic Employment Program (HEP) Manager for Headquarters and HNIS on June 24, 1991. This appointment is effective July 1, 1991 through June 30, 1993. Ms. Bravo replaces Carmen Schachte, of Civil Rights Division, who served as the prior HEP Manager.

Ms. Bravo is a Food Program Specialist in the Supplemental Food Programs Division, Special Nutrition Programs. As a HEP Manager she will be responsible for developing the goals, objectives and plans to enhance employment opportunities for Hispanics.

Ms. Bravo has pursued an interest in Latin America through studies and travels. She completed an undergraduate degree in International Relations and a Master of Arts degree in economic development of Third World countries, both with an emphasis in Latin America. As a Health Promoter in the Peace Corps in Honduras, Ms. Bravo counseled mothers on breastfeeding problems and other health and nutrition matters. She has also studied in Spain and has traveled to Mexico and Guatemala.

Ms. Bravo served as a member of the planning committee to organize events for the 1990 Hispanic Heritage Month. She has also participated in other FNS activities such as the Federal Women's Program, Toastmasters and the planning committee for the FNS Breastfeeding Mothers' Room.



Bowman Receives Award

Eunice Bowman, Civil Rights Specialist in the National Office Civil Rights Division, recently received the Outstanding Chapter Member award from the National Capitol Chapter of the Society of Government Meeting Planners (SGMP). SGMP is a private, non-profit professional organization consisting of over 2,400 Government meeting planners, contract planners and suppliers located in 22 chapters across the United States. The Society focuses on cost-effective Government meetings, and Eunice has used these skills in planning many meetings and conferences for FNS as well other groups within USDA.

"We are confident the Department has saved thousands of dollars during the conduct of four regional conferences as a result of her sound advice," said Jo Ann Jenkins, Director, Office of Advocacy and Enterprise, in a letter to Betty Jo Nelsen commending Eunice's work on the USDA Regional Training Conferences for Women.

In remarks made by the Chapter President, Peter Regner, at the awards meeting, he said:

"Through Eunice's efforts, the National Capitol Chapter has made a mark on the map of professional organizations throughout Washington. She has done this by increasing the quality of the Chapter's newsletter to the point that it made second place in the SGMP newsletter across the country; for getting published in the Government Executive magazine an article about SGMP--which is still generating inquiries months after it was published; and for simply surviving under the pressures of communications director."



FNS to have a Breastfeeding Mothers' Room

by **Francesca Bravo**

Are you expecting a baby and considering breastfeeding? Or are you a new mother who wants to keep breastfeeding after returning to work? The Food and Nutrition Service, the FNS Federal Women's Program and Chapter 226 of the National Treasury Employees Union are jointly sponsoring a service to help new mothers combine the demands of working and breastfeeding so that their breastfeeding experience is as pleasant and convenient as possible.

What exactly is a Breastfeeding Mothers' Room?

A Breastfeeding Mothers' Room is a private place at Park Office Center (POC) where nursing women can go to pump their breast milk and store it safely while at work, so that it can be taken home to their baby. Equipment for the room is simple: an electric hospital-grade breast pump, a refrigerator to store the breast milk, a private area for pumping, chairs, a bulletin board for sharing information and advice, a table, a mirror, a place to hang clothes, a sink, and individual hooks on which to hang pump accessory kits to dry. In order to use the pump, each mother will need to purchase an inexpensive accessory kit, which is generally covered by medical insurance. The accessory kit includes all parts that touch the mother or the mother's milk. This ensures that there is no cross-contamination of the milk.

Why a Breastfeeding Mothers' Room?

Breastfeeding provides benefits to mothers, babies and employers. Breast milk is the most complete infant food and also protects the infant against infections and allergies. Breastfeeding is the most economical and convenient way for a mother to feed her baby. Women who breastfeed share a special bond with their babies. An intangible benefit that results naturally from such a project is the development of informal support between mothers. The employer also benefits from supporting breastfeeding in the workplace. Other employers have found that new mothers are happier and more productive on the job when they can combine work with breastfeeding.

Why Is FNS Supporting a Breastfeeding Mothers' Room?

FNS has always promoted breastfeeding in its food assistance programs. Even as the Agency promotes breastfeeding to clients, FNS should help its own employees balance the demands of work and motherhood. The Breastfeeding Mothers' Room will promote work force diversity by helping to attract and retain the most qualified employees, including mothers of young children. Establishment of a Breastfeeding Mothers' Room places FNS in the forefront of making the workplace more responsive to family needs. After the needs of FNS mothers are addressed, the room may also be made available to other USDA agencies at POC.

Where are we now on this effort?

In April, a survey was conducted on establishing a Breastfeeding Mothers' Room at FNS. Project planners were interested in getting input on how best to implement the room and on how many women would need the service. The results of that survey are presently being analyzed; preliminary figures indicate that approximately 60% of the approximately 185 FNS employees who responded favor the project, and an additional 10% feel they need more information. In order to provide that information, once the final results are available, a meeting will be called to discuss the survey results and to answer any questions about the room. Breastfeeding mothers from the National Security Agency in Fort Meade, Maryland will share their success in operating five breastfeeding rooms and will be available to respond to any concerns.

AROUND THE COUNTRY...

MARO Supports FNS Breastfeeding Initiative

Story and photos by Kim Jabat

As part of FNS's goal to encourage breastfeeding, MARO has created a breastfeeding convenience room. This private room with a lock contains a bed, chair, a refrigerator purchased for the purpose of storing milk, and various literature as well as other helpful material provided to anyone interested in learning more about breastfeeding.

An all employee's program was held to inform all employees about the importance of breastfeeding. **Barbara Cinilla and Sarah Ferguson**, lactation consultants and members of the La Leche League, spoke to the office on a number of breastfeeding issues. Both members felt MARO's move to create a breastfeeding convenience room sends a strong message of commitment in the workplace.

Colleen Borjas, food program specialist, who uses the room says, "having a private breastfeeding room available to us nursing moms has given me the peace of mind that I can continue



Colleen Borjas, Food Program Specialist, and her daughter Celeste in the breastfeeding convenience room

doing something good for my daughter. It also makes my work day so much nicer."

MARO is very enthusiastic about their efforts to promote breastfeeding both in the workplace and in all FNS programs.

CSFP Promotes Literacy

by Joanne Widner

Recent publicity in local newspapers praises the Denver Department of Social Services for its children's literacy project, "Food for Thought." The project gives free books to low-income preschoolers when their parents pick up USDA-donated commodities at the Denver "supermarket." In lieu of a budget, community support stocks the "Food for Thought" shelves with books for 1-to-6-year-olds. There's no restriction as to reading level, because older siblings sometimes want to read to the younger children.

A number of local bookstores serve as collection points for new and recycled books destined for the CSFP project, and collection barrels have been placed in seven Denver-area libraries. Community support also includes Denver-event promotional tie-ins and corporate sponsorships. The initiative of the Social Services staff fosters literacy and endows children with a true head start on lifelong reading enjoyment, providing nourishment for mind and body in a one-stop shopping trip.

Guess who we ran into while walking down the street?



After hearing Vice President Dan Quayle speak at De La Salle High School in Chicago, MRWO Food Stamp Program Evaluation Section staff members met Secretary of Labor Lynn Martin while walking down the street. Left to right are FSP, PES Chief, Gilda Karu, Secretary Martin, and FSP, PES staff members Trish Solis and Judy Deane.

AROUND THE COUNTRY...(cont)

SERO Employees Participate in Prevention of Sexual Harassment Seminar

Story by Steve Watson, Photo by Virgil Conrad

SERO recently held a series of Prevention of Sexual Harassment Seminars, and employees were positively affected by the training they received.

"It was very good. I enjoyed it," said Bernadine Clark, Atlanta Field Office secretary. "So much happens in an office. Some people don't realize what is and isn't harassment."

"I thought the information on sexual harassment was very well presented," said Freeman Dennis, SNP food program specialist. "It's a good training course to learn what the rules are."

Under the leadership of Toni Abernathy-Young, equal opportunity specialist, SERO conducted eight comprehensive sexual harassment workshops. Each employee attended one of the sessions, and the average size of the groups was 18 to 20 people so that attendees would have more opportunities to ask questions.

And ask questions they did. The sessions were lively interactions between the participants and Young who used the discussion format to help bring out the dynamics of possible sexual harassment in the context of USDA policy.

Sexual harassment exists when unwelcome sexual behavior is made a term or condition of employment; is used as a basis for employment decisions; or creates an offensive working environment.

During the seminar, employees learned that sexual harassment included unwelcome behavior such as verbal abuse, insults, whistles, suggestive comments, jokes, notes or picture displays; touching and physical aggressiveness; pressure for dates; or threats and sexual assaults.

Young also emphasized the more subtle forms of sexual harassment. "There are a lot of gray areas because most people think about the intent and don't think about what kind of impact their behavior has on the receiver," Young said. "Everyone is somewhat conscious of the overt forms of sexual harassment. We tried to educate them in the more subtle forms of it."

Young went on to emphasize that sexual harassment is no longer simply a "women's issue;" it affects both men and women. It is management's responsibility to prevent and eliminate it. She concluded the course by giving each employee a copy of USDA's pamphlet, Preventing Sexual Harassment.

SERO OICs also received the training, and all field office staff will receive instruction during the remainder of the fiscal year. In addition, a special session was held for the secretarial/clerical staff.

Response to the training sessions was very positive. Employees continued to discuss aspects of the morning seminars over lunch, and Young said she felt they had grown in their relationships as a result.

"Employees now have the same understanding of what can create sexual harassment problems in the workplace and what can alleviate them," Young said. "I believe they're more comfortable talking about the dynamics of sexual harassment in a positive way. It's no longer a joke or a laughing matter."



Toni Abernathy-Young



NERO's recent Field Office OIC meeting was graced with the presence of guest experts from headquarters and other regional offices. Taking a break from the meeting are (l to r, back row) Benefits Redemption Division Director Jordan Benderly, NERO Assistant Regional Administrator John Ghiorzi, MWRO Field Office Director Len Mart, (front row) NERO Administrator Harry McLean and MARO Field Director Patricia Cumiski-Czeto. The meeting, held in Portland, Maine, provided NERO OICs with an opportunity to discuss their common mission, new initiatives and to gain a perspective on the work of their colleagues in MARO and MWRO.

AROUND THE COUNTRY...(cont.)

MPRO Bake Sale Nets \$550 for Rocky Mountain Camp**Story and Photo by Craig Forman**

The sweet tooth can sometimes be a virtue. In the case of Mountain Plains Regional Office staff who bid for pies, cakes, sweet rolls, brownies, and other homemade goodies, their fondness for sweets also translated into generosity. By the time the last baked goods had been sold at an auction during the first week of May, organizers from the Disability Program Committee had netted over \$550 for charity. The check for the entire amount was presented on May 30 to Mellodee Lowther, who represents Rocky Mountain Village, a camp for disabled persons. The former Easter Seal camp is now supported by public donations. MPRO staff opted to buy new equipment for the Village's kitchen. The donation should make for some very happy Rocky Mountain campers this summer.



Members of MPRO's Disability Program Committee members (l to r) are Pam Fields, RA David Alspach, Donna Kraus, Mellodee Lowther, Moe Thibault (Program Manager), Lou Lane, Bart Bushman, Marsha Zambrano and Tracy Ishida (seated). Not pictured are Debbie Visser, Scott Palmer and Debbie Luciani.

Spirit of Volunteerism Alive in Mountain Plains**by Joanne Widner**

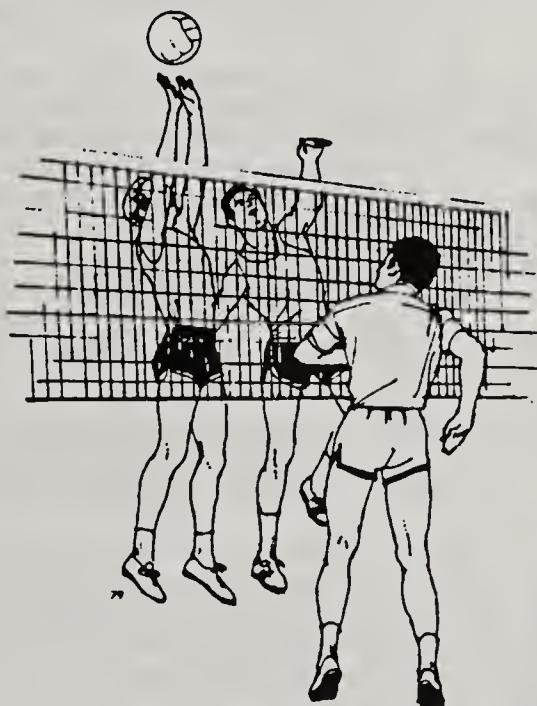
MPRO is proud of the volunteerism that characterizes the cooperation lent by its state agencies operating the Child and Adult Care Food Program (CACFP). At this year's national meeting in Louisville, for example, all 10 MPRO states had staff in attendance and nine of them took an active role by leading workshops or acting as facilitators--along with two of the four MPRO staff attending. Mountain Plains states don't wait to be asked to help out or grudgingly agree "in case you can't get someone else."

At the Louisville meeting, two Mountain Plains states--Kansas and Missouri--volunteered to jointly host next year's meeting, which will be held at the Westin Crown Center in Kansas City, Missouri, February 10-14, 1992. Deborah Markenson, who heads the Missouri Department of Health's CACFP, and Sandi Kassebaum of the Kansas Department of Education CACFP unit are assuming the key roles for the 1992 meeting and are already firming up plans.

National CACFP meetings are as successful as they are largely due to efforts put into them by state staff who volunteer to help. MPRO would like to thank its states for that spirit.

ATTENTION ALL HQ's EMPLOYEES...

**Mark Your Calendar's for the Annual FNS Picnic
Wednesday, October 2
Cameron Station**



- FOOD
- VOLLEY BALL
- SOFTBALL
- HORSESHOES
- MORE GAMES
- MORE FUN

Fliers are circulating now if you wish to sign up for any of the committees: Food and Beverage, Games and Sports, Ticket Sales, Facilities and Set-Up, Door prizes, Public Relations and Special Events. Frank Ippolito is the Chairperson for this year's picnic.

Low-Fat Beef is in the News

OGAPI's Chris Kirby and Special Nutrition Program Deputy Administrator Stan Garnett attended the Low-Fat Beef Demonstration in Gaithersburg, Maryland on June 18. Kirby and Garnett sampled most of the 17 different types of patties on display.

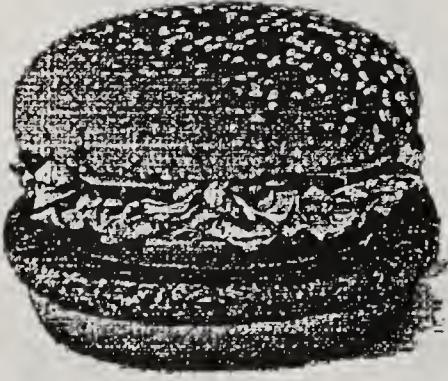
"Like most people, I've read about the different types of burgers being formulated by these companies," Kirby said. "But actually tasting them was a good experience. Most are just as good, if not better, than the burgers I would throw on my grill."

Garnett was interviewed by USDA television and radio reporters on the scene. That interview was used by the daily radio service and the TV feature service.

Garnett told the reporters taste is important.

"We can lower sodium and fat levels in school lunches, but that doesn't help if the kids won't eat the food," Garnett said.

The event was sponsored by USDA's Agricultural Marketing Service. In addition to representatives from USDA, dozens of institutional buyers of ground beef also attended the demonstration. They included representatives from the Department of Defense, Justice Department's Bureau of Federal Prisons, and national fast-food franchisers.



Dr. Josephine Martin Visits FNS

by Michael McAteer

Dr. Josephine Martin, who has recently been named Executive Director of the National Food Service Management Institute (NFSMI), visited FNS last week for an orientation related to her new duties. During a three day visit, she discussed her new duties with Associate Administrator Braley and senior staff. She also visited the Food and Nutrition Information Center.

NFSMI was established by Public Law 101-147. It began operations last year with the signing of a cooperative agreement between the University of Mississippi and USDA/FNS.

Dr. Martin said, "We really want to emphasize that it is a national center and its purpose is to help operators improve the quality of their child nutrition programs. The Institute itself will not improve the quality of the programs, but will provide assistance to help improve the quality of the child nutrition programs."

NFSMI has three divisions: one for applied research and development (at the University of Southern Mississippi); one for education and training; and the third for technology transfer.

In its first year, NFSMI established its physical facilities at both the University of Mississippi in Oxford and at the University of Southern Mississippi at Hattiesburg. It also established advisory boards and recruited a staff.

In its second year, NFSMI plans a number of activities. For example, it will hold a conference with school food service directors and related disciplines to determine future trends in school food service. It will conduct research to identify which factors have the greatest impact on productivity; and it will develop a "train the trainer" program.

NFSMI will also establish an information clearinghouse in conjunction with the Food and Nutrition Information Center of the National Agricultural Library; and it plans to establish a satellite educational system to provide information to food service personnel.

Dr. Martin is a nationally recognized leader in school food service and program administration with more than 40 years service. She was director of the state of Georgia child nutrition programs from 1961 to 1978, and served as president of the American School Food Service Association in 1976-77.

Her most recent position was associate superintendent of schools in the Georgia department of education.

She is the recipient of the Silver Plate Award for "Food Service Operator of the Year" from the International Food Manufacturers Association, and the American School Food Service Association Executive Director's Award "For Exceptional Service to Youth."

FROM THE HEALTH UNIT...

- See Nurse Perkey about a new exercise program with the Physical Fitness expert from the White House. This is not aerobics. Will be held on Wednesdays.
- Sign Up for CPR Course...soon!
- Sign Up for Stop Smoking Program.
- Aerboics is every Tuesday and Thursday in the new FNS exercise room.
- Weight Watchers, Wednesdays at 11:30.
- Info on Lymes Disease in the Health Unit, Room 218.
- Don't forget...the BLOOD DRIVE scheduled for August 7 and 8, you can sign up in the Health Unit. Blood is desperately needed—especially this time of year.

Weight Watchers Can Be for You!

by Jenny Genser

Each week, between 10 and 20 FNS'ers trudge to the sixth floor conference room to weigh in as part of a Weight Watchers At Work class. Some groans but mostly smiles - since the class began in November, the 20-odd members have lost a total of 360 pounds.

The Weight Watchers Program, now 28 years old, is the largest and most successful weight-loss organization in the world. The program offers a diet with structure but flexibility. Members first take a test to determine the degree of structure or flexibility they need each week; those with plenty of motivation can choose a more restrictive diet while those on vacation or planning special events can choose a more flexible diet. All three levels contain a core providing daily requirements in the main food groups (milk, starch, protein, vegetables, fruit, and fat). To satisfy this core, members can follow Weight Watchers' suggested menus or create their own menus following Weight Watcher's food lists. Members also supplement this core with additional servings in the main food groups and some "optional" calories.

The FNS Health Unit has sponsored a Weight Watchers class since November 1. The class meets Wednesday from 11:30 to 12:30, usually in the sixth floor conference room. Each class is eight weeks long. First time membership costs \$100 and renewal costs \$90. Approximately 20 FNS'ers have signed up for each class. Here is what they have to say:

--A member of the original class, which began November 1, had 30 pounds to lose to reach her goal of 115 pounds. She lost it all -and more - and has been maintaining a weight of 110 pounds since April 3. Two things about Weight Watchers worked for her: being able to eat what she liked with the flexibility of the Personal Choice Program - she could eat the foods she really liked by using her extra food servings and optional calories. She also learned to be conscious of the fat content in foods.

--A second member of that class also made goal. She began the class without a clear idea of how much she wanted to lose, just that she weighed too much. She ended up losing 22 pounds. She also appreciated the flexibility of the program. The extra food servings and optional calories enabled her to continue her weight loss program through the Holiday Season without great sacrifice.

--A third member of that class had 25 pounds to lose. She has now lost 21 pounds. She likes being able to plan her diet around her tastes, being able to consume an unlimited amount of vegetables, and being able to discuss problems and issues with the class and teacher.

--While most class members are women, some men also benefit. One man, who has lost over 20 pounds, finds the "At-work" convenience very helpful because he does not have to travel long distances at night. He also finds the group provides support helpful for those of us (most of us?) who can't lose weight on their own.

--Not all members work at FNS. One woman, who works elsewhere in the Park Center complex, joined a Weight Watchers class in the District in October. When she found out about the Park Center Class, she switched for the convenience. She has lost a total of 45 pounds so far. She appreciates the plan and sees it as something she can live with permanently. No more weight loss/weight gain cycles for Mary!

--One FNS'er is an example of a longer-term Weight Watcher. She joined a neighborhood class 2 years ago, needing to lose about 60 pounds. She took a year to lose 50 pounds and then maintained her new weight for about a year. Recently, she decided to lose that last 10-15 pounds and has lost another 7-8 pounds. She appreciates the support of Weight Watchers and has noticed that any Weight Watcher member understands the experience of dieting and craving food. She also likes being able to eat normally on the program.

--I am an example of someone who joined without all that much weight to lose. I only had 12 pounds to lose. To ensure success, I joined Weight Watchers - after paying \$100, I was highly motivated to lose. It took me 10 weeks to do it and am now maintaining my goal weight. I also enjoyed the flexibility of the Personal Choice Program. Most "sensible eating" diets have you eat cereal for breakfast, soup and salad for lunch, and lean meat and vegetable for dinner. I simply don't eat that way and I liked the food plan showing me what I could eat my style. I also learned that I need to include more vegetables in my daily diet. My biggest problem - people telling me "YOU are on Weight Watchers??" However, if you have 10-15 pounds to lose, Weight Watchers is an excellent way of getting it off, rather than letting those 10 pounds turn into 30.

If you are interested in losing weight - just a few pounds or a substantial amount - our new class begins July 17. To sign up, see Nurse Perkey or Tama Eliff by July 10 or the 17th.

Friday Letter Vacancy Listing by Vacancy Number

| JOB TITLE | AREA OF CONSID. | SERIES | GRADE | CLOSING | VACANCY NUMBER | OFFICE LOCATION |
|---------------------------------------|-----------------|---------|--------|----------|----------------|-----------------|
| Regional Administrator | | | | | | |
| Southwest Region _ _ _ _ - (A) | | | ES-120 | 07/23/91 | 91-09* | SWRO |
| Personnel Automation Spec _ _ - (A) | | GS-0301 | 12/13 | 07/23/91 | 91-77** | PED |
| Spvry Budget Analyst _ _ - (A) | | GM-0560 | 140 | 7/29/91 | 91-95* | BUD |
| Computer Programmer Analyst _ (FNS-N) | | GS-0334 | 12 | 07/15/91 | 91-101 | IRMD |
| Supvry Grants Management | | | | | | |
| Specialist _ _ _ _ - (A) | | GM-0501 | 15 | 07/15/91 | 91-102 | GMO |
| Secretary Typing _ _ _ _ - (A) | | GS-0318 | 6/7 | 07/15/91 | 91-103*** | OGAPI |
| Contract Specialist _ _ _ _ - (G-W) | | GS-1102 | 11 | 07/30/91 | 91-104 | ASD |
| Computer Programmer Analyst _ (A) | | GS-0334 | 13 | 07/30/91 | 91-105 | IRMD |
| Supervisory Management Analyst (A) | | GM-0343 | 14 | 07/29/91 | 91-106 | IRMD |
| Claims Examiner _ _ _ _ - (FNS-HQ) | | GS-0990 | 12 | 07/19/91 | 91-107 | GMO |

AREA OF CONSIDERATION

(A) - All Sources
 (A-LCA) . . . - All Sources, Local Commuting Area
 (FNS-HQ) . . - FNS Headquarters Wide
 (FNS-N) . . - Food and Nutrition Service-Nationwide
 (HNIS-W) . . - Human Nutrition Info. Service - Wide
 (G-W) . . . - Government-Wide

OFFICE LOCATION

ASD Administrative Services Division
 BUD Budget Division
 GMO Grants Management Office
 IRMD Information Resources Mgmt. Division
 OGAPI Office of Governmental Affairs and Pub. Info.
 PED Personnel Division
 SWRO Southwest Regional Office

* Reannounced

** Reannounced due to change in title and series, from Management Analyst, GS/GM-0343. Relocation expenses will not be paid.

*** Relocation expenses will not be paid.

Upcoming Events...

JULY

- 9-11 SFPD Program Directors' Mtg., San Francisco, CA
- 10-12 Financial Mgmt. Directors' Mtg., Alexandria, VA
- 14 Bastille Day
- 15 (tentative) Mark-up of Mickey Leland Bill H.R. 1201
- 17 or Mark-up of S. 243 Reauthorization of the Older Americans Act (NPE)
- 24 FNS Civil Rights Mtg., Atlanta, GA
- 22-24 National Urban League Conference, Atlanta, GA
- 25-26 WRO FSP Management Task Force Mtg., San Francisco
- 28-8/2 Mid-Management Training, Lancaster, PA

AUGUST

- 7-8 BLOOD DRIVE, sign up with Nurse Perkey!

Darlene Barnes, Editor
 and Desktop Design
 Pamela D. Faith, HQs Photography

The Friday Letter is published every two weeks by the Public Information Staff of the Food and Nutrition Service. To update your mailing address or to alter the number of copies you receive, please mail your changes to FNS Public Information Staff, 3101 Park Center Drive, Room 819, Alexandria, Virginia 22302. Telephone: 703/756-3286